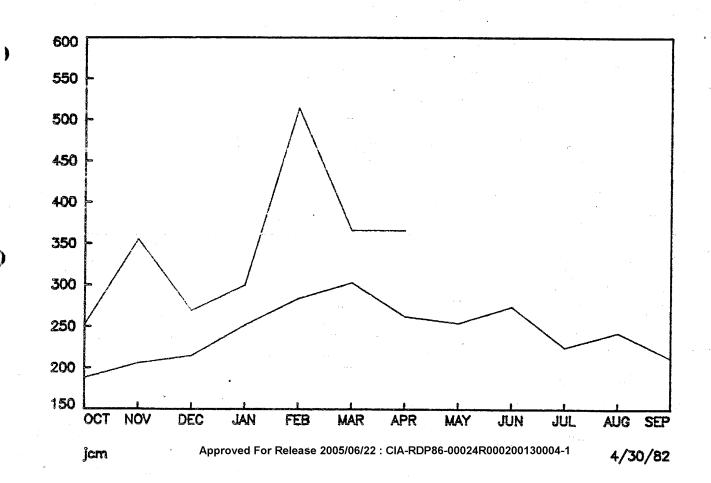
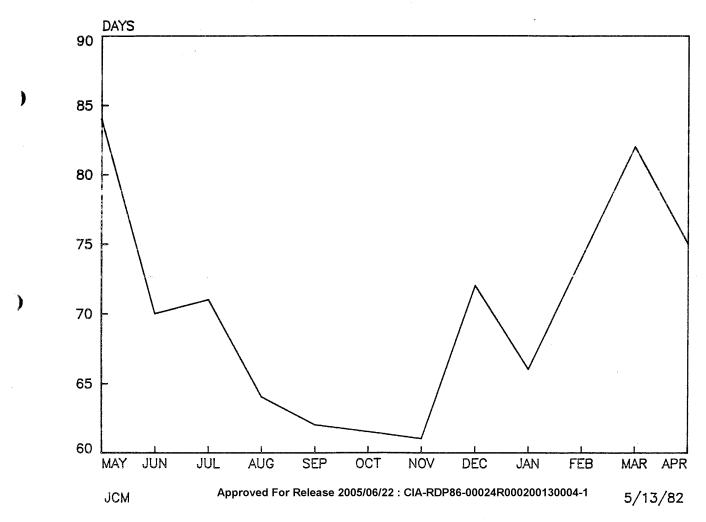
MONTHLY INITIATIONS

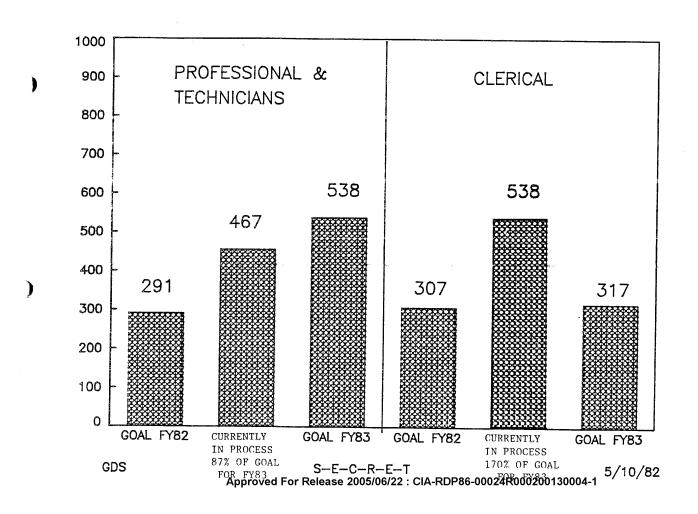
AVE INIT FY 77-81 ACT INIT



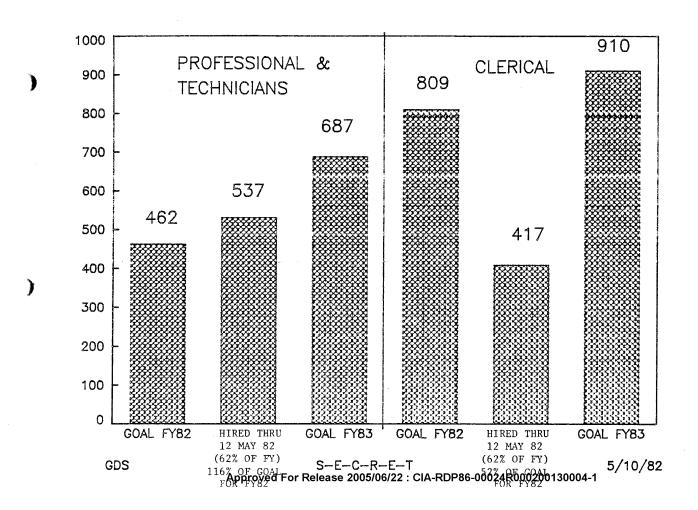
INITIATION TO FULL CLEARANCE (AVERAGE CALENDAR DAYS)



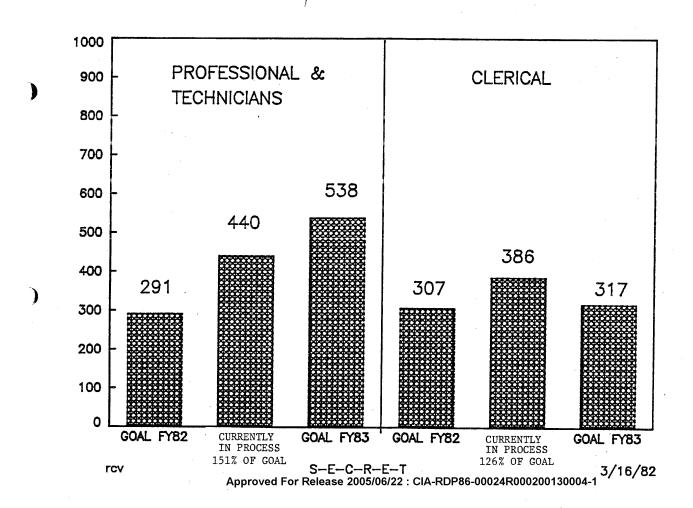
RECRUITMENT: STATUS OF PROCESSING



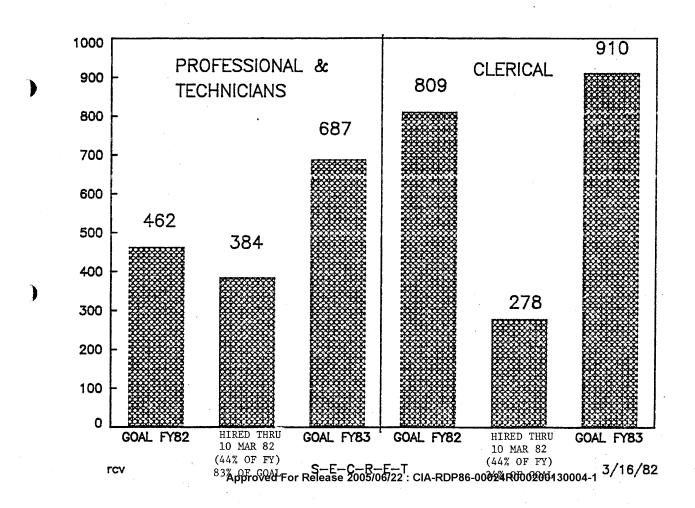
RECRUITMENT: STATUS OF HIRING



RECRUITMENT: STATUS OF PROCESSING



RECRUITMENT: STATUS OF HIRING



Recruitment Division - Summary of Advertising and Recruiting

CT Recruiting

Accomplishments/Goals:

- 1. Number of cases forwarded to SPD/PSB through the Expediters during the period 16 29 April 1982: 64
- 2. Cumulative Totals (past three months):

February		79
March		112
April	•	106

Advertising

Atlanta Constitution/Journal - 2 May Minneapolis Star/Tribune - 2 May Phoenix Sun - 2 May Tucson, Star-Citizen - 9 May Little Rock Democrat - 9 May

OC Recruiting

Accomplishments/Goals:

1. Number of cases forwarded to SPD/PSB through the Expediters during the period 16 - 29 April 1982.

Electronic Technicians: 21
Telecommunication Specialists: 15

Advertising

TCS ad will be run in Jacksonville - 2 May 1982.

Clerical Recruiting

Accomplishments/Goals:

1. During the period 16 - 29 April 1982, 127 clerical cases were forwarded to CSB through the Expediters for processing.

Advertising

Jacksonville - 2 May
Kansas City Morning Star - 9 May (DDO clerical)
Topeka, Capital-Journal - 9 May (DDO clerical)
Wichita Eagle Beacon - 9 May (DDO clerical)

Clerical-(Advertising - continued)

STAT

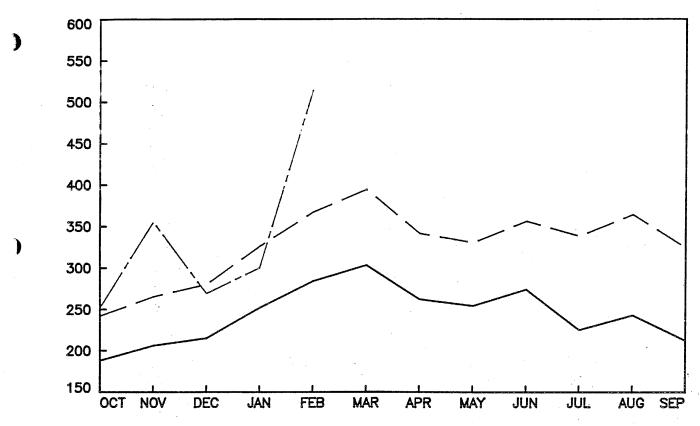
The results from the recent 25 April, Harrisburg Patriot News clerical ad were excellent. reported that of the 4 sessions he held, he interviewed 76 prospective applicants; of the 76, he tested 57 with 54 passing the tests; giving forms to 52 of those who passed. also stated that the quality of those passing the tests were excellent.

25X1

MONTHLY AVERAGES OF INITIATIONS

AVE INIT

EST INIT FY 82 ACT INIT FY 82



Approved For Release 2005/06/22 : CIA-RDP86-00024R000200130004-1

Recruitment Division Summary of Advertising and Recruiting

CT Recruiting

Accomplishments/Goals:

- 1. Number of cases forwarded to SPD/PSB through the Expediters during the period 19 March 1 April 1982: 52
- 2. Cumulative Totals (past three months):

January 68 February 79 March 112

Advertising:

Albuquerque Journal - 28 March 1982 Seattle Times - 28 March 1982 Portland Oregonian - 28 March 1982 Philadelphia Inquirer - 28 March 1982 San Diego Union Tribune - 28 March 1982 Chicago Tribune - 28 March 1982 New Orleans Times Picayune - 28 March 1982 Cleveland Plain Dealer - 28 March 1982 Birmingham News Post Herald - 28 March 1982 Columbia, South Carolina State Record - 28 March 1982 Gannett Group, Westchester, N.Y. - 28 March 1982 L.A. Times - 4 April 1982 Tulsa World - 4 April 1982 Wall St. Journal, Western Edition - 11 April 1982 Daily Oklahoman - 11 April 1982 Houston Chronicle - 11 April 1982

OC Recruiting

Accomplishments/Goals:

1. Number of cases forwarded to SPD/PSB through the Expediters during the period 19 March - 1 April 1982:

Electronic Technicians: 4
Telecommunication Specialists: 13

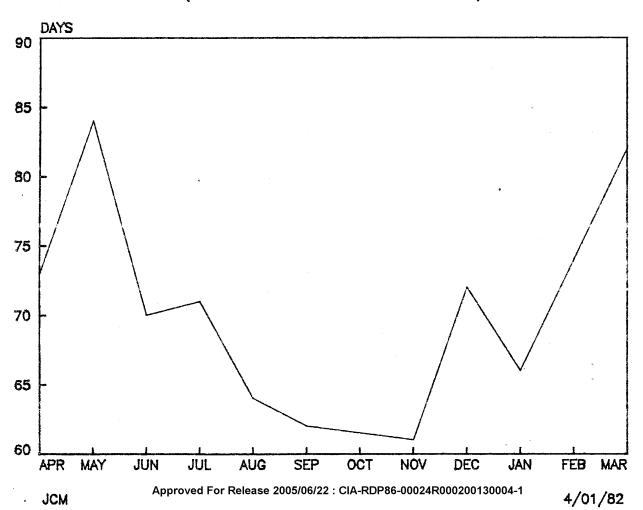
Clercial Recruiting

Accomplishments/Goals:

- 1. During the period 19 March 1 April 1982, 146 clerical cases were forwarded to SPD/CSB through the Expediters for processing.
- 2. Plans are being finalized for a clerical radio advertisment that will run in the Harrisburg, Pennsylvania area in late April 1982. Two radio stations will be used for 36 one minute spots running over a three day period. Newspaper ads will also be placed in Harrisburg during the same time frame.

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INITIATION TO FULL CLEARANCE (AVERAGE CALENDAR DAYS)



31 March 1982

Of the applicants placed in process during the last quarter of FY 81, 46% have since entered on duty. The disposition of those who were not hired is as follows:

Accepted another position	7용
Returned to school	1%
No reply to correspondence	38
Will remain in current position	2%
Wanted a higher grade	1%
No longer interested	5%
Declining because of family	1%
To be married	*
Unavailable now, will apply later	18
Did not want to go overseas	0%
Not interested in Washington, D.C. area	*
Entering military service	*
Unable to wait any longer	. 08
Personal reasons (not disclosed)	*
Total Self-Cancellations	21%
Personal characteristics during interview	*
Security disapproval	12%
Lacked required qualifications	68
Medical disapproval	5%
Panel disapproval	6왕
Other	3%
Position no longer available	*
Total Disqualifications	32%

^{* -} Less than 0.5%

```
Career Trainees
```

-19% Self Cancellations **-** 5% Security Disqualified Medically Disqualified - 5% Panel Disqualified **-** 0용 Office Cancellations -57% Other Cancellations **-** 0% -86% Total Cancels/Disquals -14% Total EOD'S

STAT

2. Office of Communications

Self Cancellations **-48**% Security Disqualified -17% : Medically Disqualified - 8% Panel Disqualified - 88 Office Cancellations - 88 Other Cancellations 0 % -898 Total Cancels/Disquals Total EOD'S -11%

STAT

Other Professionals and Technicians 3.

Self Cancellations -40% Security Disqualified -14% Medically Disqualified **-** 5% Panel Disqualified - 7% Office Cancellations — 3% Other Cancellations - 28 -718 Total Cancels/Disquals -29% Total EOD's

STAT

4. Clericals

-29% Self Cancellations -13% Security Disqualified Medically Disqualified **-** 88 Panel Disqualified - 48 Other Cancellations **-** 3% -57% Total Cancels/Disquals **-4**38 Total EOD's

STAT

Recruitment Division Summary of Advertising and Recruiting

CT Recruiting

Accomplishments/Goals:

- 1. Number of cases forwarded to SPD/PSB through the Expediters during the period 5 18 March 1982: 42
- 2. Cumulative Totals (past three months):

January 68 February 79 March 60

Advertising:

28 March 1982

Albuquerque Journal
Seattle Times
Portland Oregonian
Philadelphia Inquirer
San Diego Union Tribune
Chicago Tribune
New Orleans Times Picayune
Cleveland Plain Dealer
Birmingham News Post Herald
Columbia, South Carolina State Record
New York Times

OC Recruiting

Accomplishments/Goals:

Number of cases forwarded to SPD/PSB through the expediters during the period 5-18 March 1982:

Electronic Technicians 9
Telecommunication Specialists 12

Clerical Recruiting

Accomplishments/Goals:

1. During the period 5-18 March 1982, 87 clerical cases were forwarded to SPD/CSB through the expediters for processing.

	SIA
2. During the past week spent several days in Philadelphia where he gave group clerical presentations at several business and technical schools. He also gave motel group	STA
presentations to individuals responding to a clerical advertisements which had been run prior to his visit. reports that of the approximately 166 individuals who attended the group presentation, 40 were tested, interviewed and given PHS forms.	STA
3. WARO recruiters recently completed a clerical/technical recruiting trip to eight cities in North Carolina,	STA
Tennessee and Kentucky. During this effort, 372 prospective applicants were seen of which full forms were given to 47 individuals interested in cleric contents and 101 individuals interested in technical employment (ET/TCS).	cal

Recruitment Division Summary of Advertising and Recruiting

CT Recruiting

Accomplishments/Goals:

- 1. Number of cases forwarded to SPD/PSB through the Expediters during the period 19 Feb 4 Mar 82: 40
- 2. Cumulative Totals (past three months):

January 68 February 79

March 18 (for the period 1 - 4 Mar)

Advertising:

Daily Texan 10, 12, and 15 February Phoenix Republic
Gazette 14 February
Denver Post 14 February
St. Louis Post
Dispatch 21 February
Bergen Record 28 February
Detroit Free Press 28 February

Houston Chronicle 28 February Dallas Morning News 28 February

OC Recruiting

Accomplishments/Goals:

Number of cases forwarded to SPD/PSB through the Expediters during the period 19 Feb - 4 Mar 82:

Electronic Technicians: 4
Telecommunication Specialists: 5

Clerical Recruiting:

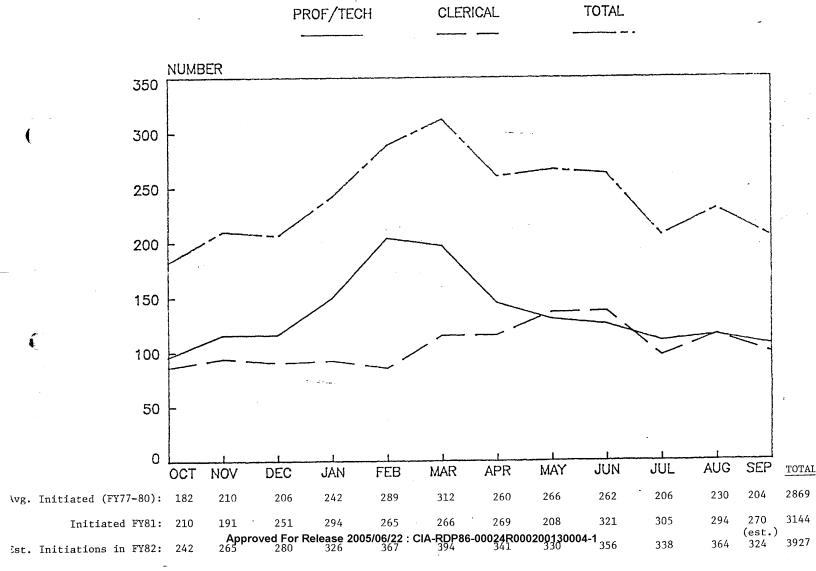
Accomplishments/Goals:

1. During the period 19 Feb - 4 Mar 82, 54 clerical cases were forwarded to SPD/CSB through the expediters for processing.

2.		completed
	a trip to South Carolina and Georgia during the wee	k of 22
	February. They recruited for secretaries in Columb	ia and
	Charleston, S.C., and Savanna, GA. Of the 60 atter	nding group
	sessions, 55 were given PHS packages. Sixteen were	e stenos and
	28 of the 44 were interested in overseas assignment	S.

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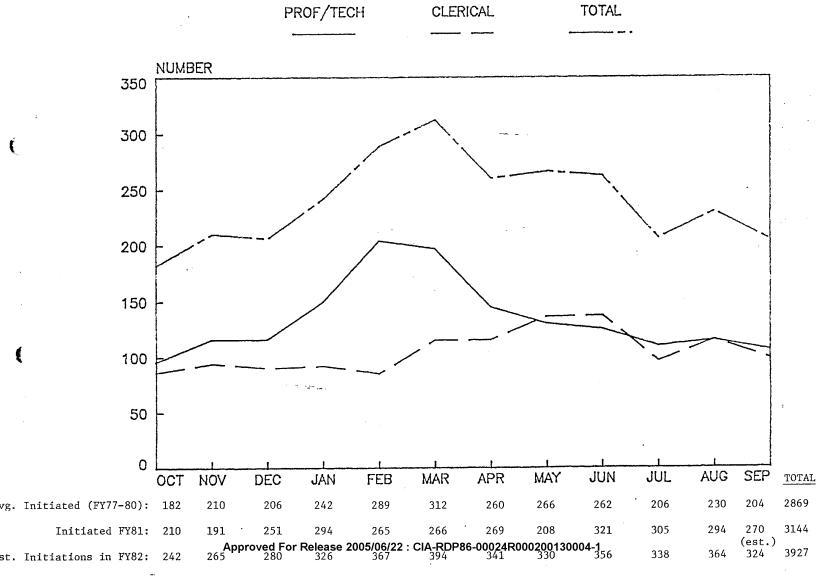
APPLICATIONS PLACED IN PROCESS 11/44/HAPZ APPROVED APPROVED TO FY 80 25Sep81



Next 3 Page(s) In Document Exempt

APPLICATIONS PLACED IN PROCESS Approved For Release 2005/06/32%, GUA-REP86-00024R0002009139004410 FY 80

<u>25Sep</u>





24 September 1981

CEILING COUNT

SEPTEMBER 1981 - RESIGNATIONS & RETIREMENTS

30 Sept	2
29 Sept	1
26 Sept	3
25 Sept	9
24 Sept	. 2
21 Sept	1
18 Sept	12
15 Sept	3
ll Sept	. 6
4 Sept	6
3 Sept	1
2 Sept	2
	49

Losses from 24 Sept - 30 Sept = 17 (13 processed; 4 l152's not rec'd)

PREVIOUS TOTAL	49
Resignees	0
Retirees	. 0
	49

MGGTONROCEST, Belle 451612095406120FESIAFBURB6-99924R090269130004-1

(In Calendar Days)

•	Recruiter Contact	Mailing of two-part PHS
Review and Interview	25	N/A
Review and Mail PHS	N/A	2
PHS Preparation	14	14
PHS Review/ Interview Report	5	N/A
Mail case to Headquarters	3	N/A
Headquarters Review	2	2
Expediter Review	3	3
Office Review (add 21 days if PATB involved)	14	14
Set PPI	- 21	21
Decide to Process	14	14
Initiation to Full Clearance	60	. 60
Cleared to EOD	30	30
Total	191 (212 if PATB involved)	160 (181 if PATB involved)

Conclusion: It will take about 7 months to hire most professional and technical applicants, assuming there are no delays. About 10-20% of them will be cleared in 5 1/2 to 6 months after initial contact.

BEST PROCESSING TIME FOR CLERICALS

(In Calendar Days)

Interview and Test	1
PHS Preparation	14
PHS Review and Interview Report	1
Headquarters Review	2
Expediter Review	3
CSB Review and Initiation	. 1
Initiation to Full Clearance	60
Cleared to EOD	30
Total	112
	(3.7 months vice current 5.6 months)

Cancellation/Disqualification Rates: 1 October 1980 through 30 September 1981 l. Career Trainees (Rate for September 1981 only) Self Cancellations -23% (N/A)Security Disqualified -15% Medically Disqualified - 68 - 3% Panel Disqualified Office Cancellations -34% Other Cancellations 2 % -83% Total Cancels/Disquals Total EOD'S -l_.7% **STAT** 2. Office of Communications Self Cancellations -37% (31%) -15% (13%) Security Disqualified Medically Disqualified `∸" 6% (11%)Panel Disqualified **-** 5% (68) Office Cancellations 9% (4%) Other Cancellations 18 -73% (65%)Total Cancels/Disquals Total EOD'S -27% (35%) STAT Other Professionals and Technicians -27% Self Cancellations (27%) Security Disqualified -10% 9왕) - 48 5%) Medically Disqualified Panel Disqualified - 68 (5%) - 5% (4%) Office Cancellations Other Cancellations 3% (4%) -55% (54%)Total Cancels/Disquals -45% (468)Total EOD's STAT Clericals Self Cancellations -18% (17%) Security Disqualified -12% (15%) Medically Disqualified - 68 (5%) 3왕) Panel Disqualified - 68 Other Cancellations - 48 (7%) -46% (478)Total Cancels/Disquals

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Recruitment Division Summary of Advertising and Recruiting

CT Recruiting

Accomplishments/Goals:

- 1. Number of cases forwarded to SPD/PSB through the Expediters during the period 22 January 1982 4 February 1982: 58
- 2. Cumulative Totals (past three months):

December 82
January 68

February 17 (for the period 1 - 4 February)

Advertising:

Columbus Dispatch - 24 January 1982 Phoenix Republic Gazette - 14 February 1982 Daily Texan - 10, 12, and 15 February 1982 Denver Post - 14 February 1982

OC Recruiting

Accomplishments/Goals:

1. Number of cases forwarded to SPD/PSB through the Expediters during the period 22 January - 4 February 1982:

Electronic Technicians: 9
Telecommunications Specialists: 21

2. Task Force Update: No new visits to report at this time.

Advertising:

No new advertising to report.

Clerical Recruiting

Accomplishments/Goals:

- 1. During the period 22 January 4 February 1982, 140 clerical cases were forwarded to CSB through the Expediters for processing.
- 2. During the week of 25 January 1982, WARO recruiters interviewed 204 clerical applicants which far exceeds previous one week totals based on statistics going back to 1976 and in some cases

exceeds monthly totals of clerical interviews. This high turnout was partly due to an ad for motor vehicle operators which appeared in the Journal newspapers. It is estimated that 106 potential applicants have come in to discuss that opportunity in the first seven days after the ad was run.

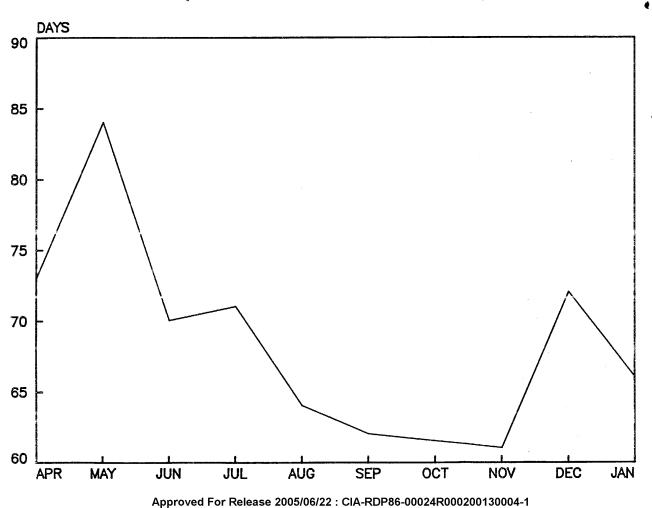
STAT

3. WARO recruiter, recently visited three high schools in St. Mary's County, maryiand, at which he gave group presentations and distributed 97 PHS packets to those seniors who passed the SET.

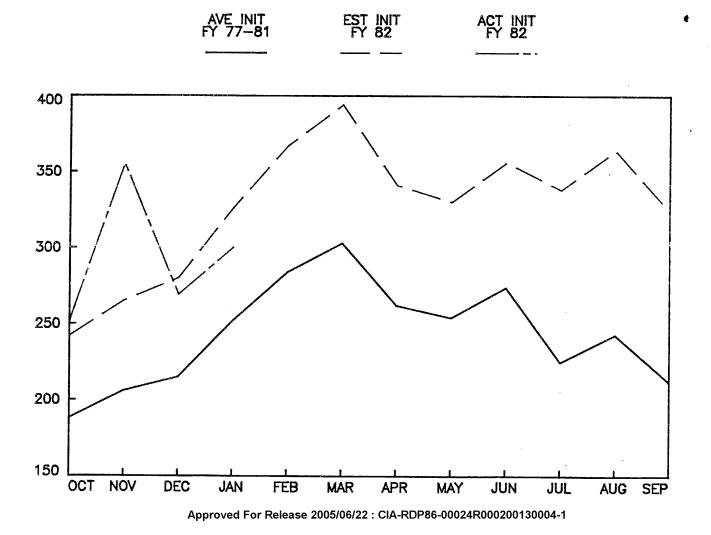
Advertising

Washington Post - 7 February 1982 - Clerical ad in the Overseas Jobs section.

INITIATION TO FULL CLEARANCE (AVERAGE CALENDAR DAYS)



MONTHLY AVERAGES OF INITIATIONS



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Recruitment Division:

Summary of advertising and recruitment activity

Office of Communications

1. Number of cases forwarded to SPD/PSB during the period 14-20 August 1981:

Electronic Technicians : 1
Telecommunication Specialists: 2

2. Task Force Update:

Out of the 22 Electronic Technicians and Telecommunication Specialists cases that were developed by for the Louisville Task Force visit on 17-20 August, 18 people showed up. Of the 18 people, 17 passed the technical testing. However, only 2 Telecommunication Specialists and 5 Electronic Technicians made it through the Security and Medical processing.

Advertising

STAT

- 1. A recent ad in the <u>Cleveland Plaindealer</u> for clericals, Electronic Technicians, and Telecommunication Specialists resulted in 35 responses, 26 of which will be followed up by our Since will be in Cleveland on Monday, 24 August, following up on these cases, another ad is being run in the <u>Cleveland Press</u> asking people to come in for interviews while he is there.
- 2. The ad in the <u>Scrantonian</u> was not as successful. It resulted in 15 responses, only 5 of which are worth being pursued.

Clerical Recruiting

1. During the period 13-19 August, 63 clerical cases were forwarded for processing. This is the largest number of clerical cases submitted this Fiscal Year.

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Recruitment Division

Summary of advertising and recruitment activity

Office of Communications

1. Number of cases forwarded to SB/PSB during the period 21-27 August 1981:

Electronic Technicians :

Telecommunications Specialists: 20

2. Task Force Update:

Plans are still under way for a Task Force visit to Denver and Salt Lake City in early September. The recent ET/TC ad that ran in Salt Lake City has resulted in a good quality response.

Advertising

No new advertising to report

Clerical Recruiting

During the period 20-26 August, 17 clerical cases were forwarded to CSB through the Expediters for processing.

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Recruitment Division

Summary of Advertising and Recruitment Activity.

Office of Communications

1. Number of cases forwarded to SPD/PSB during the period 28 August-3 Sept. 1981:

STAT

Electronic Technicians : 12 Telecommunications Specialists: 12

2. Task Force Update:

The Task Force is in Denver today through 10 September.

advises that 29 cases have been developed for this visit. The Task

Force will also be visiting Salt Lake City on 14/15 September. To
date 11 cases have been developed for this visit.

School recruiting for ET candidates. Of the approximately 240 individuals who attended group presentations, 48 were scheduled to take the test. 22 passed the test of which 19 were interviewed and 14 were ultimately given forms.

Advertising

New advertising is in the planning stages in support of the non-morse recruiting effort.

Clerical Recruiting

- 1. During the period 27 August 2 September, 15 clerical cases were forwarded to CSB through the Expediters for processing.
- 2. C/WARO advises that plans are being developed for clerical advertising in the metropolitan Washington area over the next several months.

Summary of Advertising and Recruitment Activity.

Office of Communications

Number of cases forwarded to SPD/PSB during the period 4 - 10 September 1981:

Electronic Technicians : 12 Telecommunications Specialists: 13

2. Task Force Update:

STAT

advises that of the 29 cases that were developed for the Task Force visit 8 - 10 September 15 individuals did not show up for testing, etc. Of the 14 who did appear, four (one ET and three TCS) were offered employment. The Task Force is in Salt Lake City today through 15 September and will be seeing 11 possible ET and TCS candidates.

Advertising

No new advertising to report.

Clerical Recruiting

During the period 4 - 10 September, 15 clerical cases were forwarded to CSB through the Expediters for processing.

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Recruitment Division

Summary of Advertising and Recruitment Activity

Office of Communications

1. Number of cases forwarded to SPD/PSB during the period 7-13 August 1981:

Electronic Technicians : 11 Telecommunication: Specialists: 15

2. Task Force Update:

The Task Force will be in Louisville on 17-20 August. 22 Electronic Technicians and Telecommunication Specialists cases were developed r this visit.

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The Task Force will also be in Philadelphia on 25 August where 16 Electronic Technicians have been developed

Plans are still in the tentative stages for a late August/early September Task Force visit to Denver and Salt Lake City. Although responses to the commo ad which ran in Salt Lake City on 9 August have not been overwhelming to date (22 resumes were received in the first week after the ad was run).

advises the quality of the resumes appears to be very good.

3. Advertising:

No new advertising to report.

Clerical Recruiting

- 1. During the period 6-12 August, 22 clerical cases were forwarded to CSB through the Expeditors.
- 2. Record numbers of clerical applicants have been visiting WARO over the past several weeks with an all time high of 50 on 11 August.

clerical requirements + 350 currently 25 own ociling need more redistic requirements!

STAT

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Recruitment Division

Summary of Advertising and Recruitment Activity.

Office of Communications

1. Number of cases forwarded to SPD/PSB during the period 31 July - 6 August 1981:

Electronic Technicians

: 2

Telecommunication Specialists: 5

2. <u>Task Force Update</u>:

The Task Force is now scheduled to visit Philadelphia on 25 August. Sixteen ET candidates have been developed for this visit.

Plans are still in the tentative stages for the visit to Denver/Salt Lake City. Much depends on the response to the ad which ran in Salt Lake on 9 August.

3. Advertising:

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disappointed in the response (10 total resumes) to a ET/TCS ad he ran in Scranton on 26 July. However, the ad he ran in Cleveland on the same date has produced approximately 20 possible Commo candidates.

Clercial Recruiting

- 1. C/WARO advises that 23 clerical cases were forwarded to CSB through the Expeditors during the period 30 July 5 August.
- 2. WARO recruiters, were in the Springfield and Triangle, Virginia areas on 4 and 6 August recruiting

 During the two days, between 400 and 450 attended the group presentations of which 220 took the SET test. Of the number who took the SET, 99 passed including; 22 guards, 38 couriers, 13 security escorts, 9 security aids and 17 clerks, typists, etc. It was also noted that candidates seen in Triangle were generally better quality than those in Springfield.

Stan

- Deus worment dent 1000 003

- Mail delay

SPD \[- Resource & Processing mens!

- quantle projection for resounted

Summary of Advertising and Recruitment Activity.

Office of Communications

1. Number of cases forwarded to SPD/PSB during the period 17-23 July 81:

Electronic Technicians

6

Telecommunication Specialists:

Task Force Update

A Task Force visit to Louisville is tentatively being planned for the week of 10 August. advises that he has developed approximately 20 cases for this visit.

STAT

Plans are also being developed for a Task Force visit to Denver and Salt Lake City in late August or early September. advises that he expects to have approximately 35 cases developed for these visits.

3. Advertising: 26 July - ET and TCS ads will be run in Cleveland and Scranton

> 9 Aug - ET and TCS "Eagle" ad will be run in the Salt Lake City Tribune/Desert News

Clerical Recruiting

- 1. WARO recruiters report that their trip to Wilmington, Delaware on 20 July was quite successful particularly in view of the adverse press the Agency was receiving in that area and the fact that DuPont is such a large employer in that state. Of the 38 individuals who were tested, 26 qualified (5 stenos, 15 clerk/typists, 5 clerks, and 1 finance assistant).
- 2. were also recruiting in Annapolis on 23 July. The response was so good that an additional conference room had to be rented and the evening session lasted until 2230. A total of 66 individuals took the tests of which 44 qualified. This number includes 5 stenos, 37 clerk/typists and 2 clerks.
- 3. AC/WARO advises that at the present time, interview reports are being prepared on approximately 25 full cases and that an additional 20 incomplete PHSs are being held for more information.
- Advertising: 25 & 26 July - Atlanta Constitution 26 July - Scranton and Cleveland

STAT

STAT

Summary of Advertising and Recruitment Activity

Office of Communications

1. Number of cases forwarded to SPD/PSB during the period 2-15 October 1981:

Electronic Technician: 12 Telecommunications Specialists: 31

2. Task Force Update:

Plans are currently being developed to task force visits to Pittsburgh in early November and San Francisco and Los Angeles in early/mid December. The main thrust of these visits will be to test and screen TCS candidates.

Advertising

The advertising mentioned in this report two weeks ago was stopped and a revised TCS only ad will be run in the Los Angeles Times on 25 October.

Clerical Recruiting

During the period 2-15 October, 33 clerical cases were forwarded to CSB through the expediters for processing.

Summary of Advertising and Recruitment Activity

Office of Communications

1. Number of cases forwarded to SPD/PSB during the period 2-15 October 1981:

Electronic Technician: 12 Telecommunications Specialists: 31

2. Task Force Update:

Plans are currently being developed to task force visits to Pittsburgh in early November and San Francisco and Los Angeles in early/mid December. The main thrust of these visits will be to test and screen TCS candidates.

Advertising

The advertising mentioned in this report two weeks ago was stopped and a revised TCS only ad will be run in the Los Angeles Times on 25 October.

Clerical Recruiting

During the period 2-15 October, 33 clerical cases were forwarded to CSB through the expediters for processing.

Next 7 Page(s) In Document Exempt